

DWD Common Construction Wage Survey Q & A

Question	Answer						
Definition of class.	<table border="1"> <tr> <td>Skilled</td><td>An individual who performs work in a classification listed on the scale of wages. It shall be presumed that an employee is a skilled worker in that classification, and entitled to receive compensation at the skilled rate, unless the worker satisfies all of the criteria for being categorized as a semi-skilled or unskilled worker.</td></tr> <tr> <td>Semi-skilled</td><td>An individual registered in a bona fide apprenticeship program registered with the United States Department of Labor, Employment and Training Administration, Bureau of Apprenticeship and Training. Apprentices are paid pursuant to their individually warranted percentage for the classification of work that they perform as set forth in the apprentice program standards.</td></tr> <tr> <td>Unskilled</td><td>An individual with less than twelve months of cumulative experience in the construction trades and who is not registered in a bona fide apprenticeship program.</td></tr> </table>	Skilled	An individual who performs work in a classification listed on the scale of wages. It shall be presumed that an employee is a skilled worker in that classification, and entitled to receive compensation at the skilled rate, unless the worker satisfies all of the criteria for being categorized as a semi-skilled or unskilled worker.	Semi-skilled	An individual registered in a bona fide apprenticeship program registered with the United States Department of Labor, Employment and Training Administration, Bureau of Apprenticeship and Training. Apprentices are paid pursuant to their individually warranted percentage for the classification of work that they perform as set forth in the apprentice program standards.	Unskilled	An individual with less than twelve months of cumulative experience in the construction trades and who is not registered in a bona fide apprenticeship program.
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Why does the State survey the contractors instead of the employees?	Contractors hold all of the employee records. Surveying all employees not economically feasible.						
Why are the out-of-state contractors excluded?	Most larger companies have Indiana offices. It is impossible to know what firms from out of state conduct work in Indiana. If they are paying Indiana Unemployment Insurance Tax, they will be included in the survey.						
How does the state capture where the work is performed?	The survey form will have a portion to be completed that indicates the county where the work was performed.						
Will the number of employees be requested on the survey form?	Yes, the state will take into consideration the number of employees by requesting the number of man hours performed in a specific county in each job classification at a specific skill level.						
Why is there not a lot of time between the CCW Feedback Session and the date the survey will be mailed?	Most of the survey development has already been completed and the state plans to make adjustments to the survey after the feedback session.						
Why has it taken so long for the State to conduct a new survey?	The Common Construction Wage Survey is not mandatory every year.						
Why does the survey population include the “mom and pop” firms?	In order to make sure that we have an all inclusive survey, we have included all firms in Indiana that perform construction work and are coded as Construction companies according to the North American Industry Standard Classification (23)						
How do we know this is going to be fair and won't result in a reduction or increase in wages	Any effect on wages will be based on results of the survey, which has been designed to insure accurate and fair reporting. To say what the results will be beforehand would negate the purpose of this survey.						
What is the definition of “common” wage?	According to the Union Township case the court defined “common” –the scale of wages that is most commonly paid in the county....the arithmetic mode. Mode: the number that appears the most often in any list of numbers. For example: 1, 1, 1, 1, 1, 2, 3, 4, 5....1000. The mode is “1” because it is the number that appears most.						
Will the data collected be confidential?	On the survey, contractors will not submit their identifying information along with your occupation and wage data. Instead there will be an ID #. Prairie Quest, the contractor that we are working with to conduct the survey, will only submit the survey responses to us with the ID # and the occupation and wage data. DWD will not have access to the individual contractor identifying information.						
What if our employees are from out of state?	The Indiana Common Construction Wage should only include wages for Indiana employees working in the State of Indiana.						
Can I submit electronically?	Yes, to submit electronically visit the website at http://www.in.gov/dwd/employers/comwage_index.html , download the forms and follow the						

	instructions. Wage data can be submitted by e-mail, fax, or mail.
When was the last time this survey was done?	2004 was the last partial survey. The last full survey was in 2001.
Will the wage data be separate for Residential, Commercial, and Heavy Highway work?	Yes, all the wage data will have a corresponding NAICS (North American Industry Classification System) code which will differentiate the wage as being either Residential, Commercial Building, or Highway. Residential is 2361, Commercial Building is 2362 (non residential - industrial & commercial), and Highway is NAICS 2373.
How to obtain an ID # in order to submit a survey	Please send your requests to commonwage@prairiequest.com along with your address and EIN number. To qualify to submit a survey, your company must employ Indiana workers. If your company information cannot be verified by the State of IN, then your data may be excluded.